

DEI Technical Capacity

Organization

- Diverse leadership team
- Empowered authority
- Shared responsibility

Structures

- Targeted policies, universal goals
- Collaborative partnerships
- Contextually informed data

Strategies and Tools

- Culturally responsive recruitment, retention, and pedagogy
- Equity tool kits
- Inclusive communication

DEI-Informed Teamwork

Collaboration, Group Decision-Making, Listening, Sharing, Understanding, Relating, Reflection, Action



DEI Human Capacity

Mindset

- Unconscious bias
- Curiosity
- Strength-based orientation

Awareness

- Personal reflection
- Range of identities
- Different experiences

Care and Belonging

- Compassion
- Well-being
- Community of support
- Self care